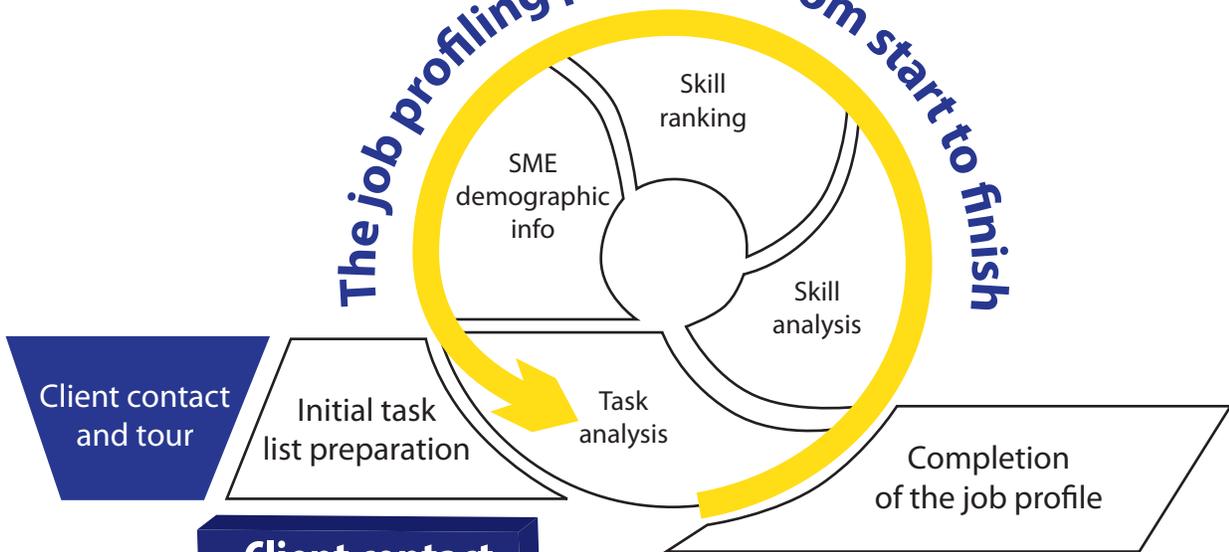


The job profiling process: From start to finish



Client contact and Tour

- Contact client to:
- ✓ Specify resource requirements
 - ✓ Obtain job-related information
 - ✓ Schedule tour and profiling
- Tour facility to:
- ✓ Observe incumbents
 - ✓ Collect job information

Initial task list preparation

Task analysis

With Subject Matter Experts

Skill analysis

Skill ranking

SME demographic information

YES

Replicate or reconcile

No

Completion of the job profile